Bargaining Update
June 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In June 2014, Mediation Services received settlement information regarding 39 bargaining relationships encompassing 28,710 employees. There were 17 private sector and 22 public sector settlements, covering 5,332 and 23,378 employees respectively.

Highlights

Supports of Artspace Independent Living [SAIL] - Edmonton
Thirty health care aides represented by AUPE were negotiating a first collective agreement since late in 2013. The legal lockout which began on May 19, 2014 continues.

Government of Alberta
The tentative agreement between AUPE and the Government of Alberta was ratified by union members on June 24, 2014. The four year agreement will expire on March 31, 2017.

City of Calgary
On June 16, 2014 the City of Calgary and CUPE Local 38 representing about 4,000 inside workers reached a tentative agreement.

Covenant Health, St. Therese Villa - Lethbridge
145 auxiliary and general support services staff represented by AUPE had been negotiating a first collective agreement since Fall 2012. Unable to reach a settlement the parties agreed to refer the dispute to a Voluntary Arbitration Board. On June 4, 2014 the Voluntary Arbitration Board issued its award settling the dispute.

For further information, contact:
Collective Bargaining Information Services
Mediation Services, Alberta Jobs, Skills, Training and Labour
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Accommodation & Food Services				
Chateau Lacombe UNITE HERE Local 47	170	24	2015-12-31	1st year $.50 per hour 2nd year $.55 per hour
Construction				
Canadian Automatic Sprinkler Association Plumbers & Pipefitters	450	36	2016-04-30	1st year 2.54% 2nd year 2.47% 3rd year 2.39%
Educational Services				
Fort McMurray Public School District No. 2833 CUPE Local 2545	280	36	2016-08-31	1st year 0% 2nd year 0% 3rd year 1%
Health Care & Social Assistance				
Covenant Health – St. Therese Villa AUPE	145	36	2015-08-30	1st year 3% 2nd year 3% 3rd year 3%
Excel Resources Society UFCW Local 401	182	36	2017-03-31	1st year 1.0% 2nd year 1.0% 3rd year TBD
Good Samaritan Society Group Homes AUPE	24	24	2015-06-30	1st year 0%, 9% lump sum 2nd year 0%, 9% lump sum
Mining & Oil & Gas Extraction				
Suncor Energy – Oilsands Unifor Local 707-A	3,183	32	2016-05-01	1st year 4.00% 2nd year 3.50% 3rd year 3.75%
Sunhills Mining – Highvale Mine Steelworkers Local 1595	560	48	2017-03-31	1st year 3.5% 2nd year 3.5% 3rd year 3.5% 4th year 3.5%
Other Services (except Public Administration				
Edmonton Economic Development – Shaw Conference Centre UFCW Local 401	476	48	2016-11-22	1st year 3% 2nd year 3% 3rd year 3% 4th year 3%
Public Administration				
Government of Alberta AUPE	22,000	48	2017-03-31	1st year $1,850 lump sum 2nd year 2.00% 3rd year 2.25% 4th year 2.50%
Wholesale Trade				
Finning International Machinists Local 99	1,700	36	2016-04-30	1st year 3.00% 2nd year 3.50% 3rd year 3.75%
McKesson Canada UFCW Local 401	235	48	2017-12-31	1st year 3% 2nd year 3% 3rd year 3% 4th year 3%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
ARAMARK Remote Workplace Services - Nexen Long Lake	UFCW Local 401	101	2013-12-31
Construction			
Flint Maintenance Services	CLAC Local 63	500	2014-04-30
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services	UNA	27,255	2013-03-31
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Covenant Health	UNA	2,876	2013-03-31
Manufacturing			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
JBS Foods Canada – Lakeside Packers	UFCW Local 401	2,351	2013-12-31
Kawneer Company Canada	Unifor Local 99	171	2014-02-28
Norampac	Unifor Local 539	120	2014-03-06
Saputo Foods - Fluid	Unifor Local 445	264	2014-04-01
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	IAFF Local 255	1,240	2013-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary - Civic Foremen	CUPE Local 709	430	2014-01-05
City of Calgary - Inside Workers	CUPE Local 38	4,000	2014-01-05
City of Calgary - Outside Workers	CUPE Local 37	3,000	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28

Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	3,923	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	2,750	2013-12-28
City of Lethbridge	IAFF Local 237	162	2012-06-30
City of Red Deer	IAFF Local 1190	185	2010-12-31
Strathcona County	AUPE	166	2013-12-31
Transportation & Warehousing			
FirstCanada – Branch 31720	Teamsters Local 987	290	2014-09-01
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
EPCOR Utilities	CSU 52	755	2013-12-14
Transalta Generation Partnership (TAGP)	IBEW Local 254	500	2013-12-31
Wholesale Trade			
Federated Co-Operatives	Teamsters Local 987	332	2014-03-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Corporation of the City of Cranbrook CUPE Local 2090 [inside and outside employees] *Canadian Labour Reporter*, June 16, 2014.	150	60	2017-02-17	1st year 2.0% 2nd year 2.0% 3rd year 2.0% 4th year 2.2% 5th year 2.3%
Corporation of Delta IAFF Local 1763 *BC Industrial Relations Bulletin*, 46(2) Apr. - May 2014.	170	84	2019-12-31	1st year 2.5% 2nd year 2.5% 3rd year 2.5% 4th year 2.5% 5th year 2.5% 6th year 2.5% 7th year 2.5%
Manitoba				
Regional Health Authorities of Manitoba Manitoba Nurses' Union *Manitoba Nurses Union Website.*	11,000	48	2017-03-31	1st year 2.0% 2nd year 3.1% 3rd year 2.0% 4th year 3.0%
Ontario				
Carleton University CUPE Local 4600 [instructors] *Canadian Labour Reporter*, June 16, 2014.	750	36	2016-08-31	1st year 0% 2nd year 2% 3rd year 2%
Chignecto-Central Regional School Board CUPE Local 3890 *Canadian Labour Reporter*, June 2, 2014.	530	36	2015-03-31	1st year 2.0% 2nd year 2.5% 3rd year 3.0%
Ontario Hospital Association Ontario Nurses' Association *Canadian Labour Reporter*, June 23, 2014.	45,000	24	2016-03-31	1st year 1.4% 2nd year 1.4%
Saskatchewan				
City of Regina CUPE Local 21 [outside workers] *Canadian Labour Reporter*, Jun. 9, 2014.	1,250	24	2015-12-31	1st year 2.25% 2nd year 3.00%

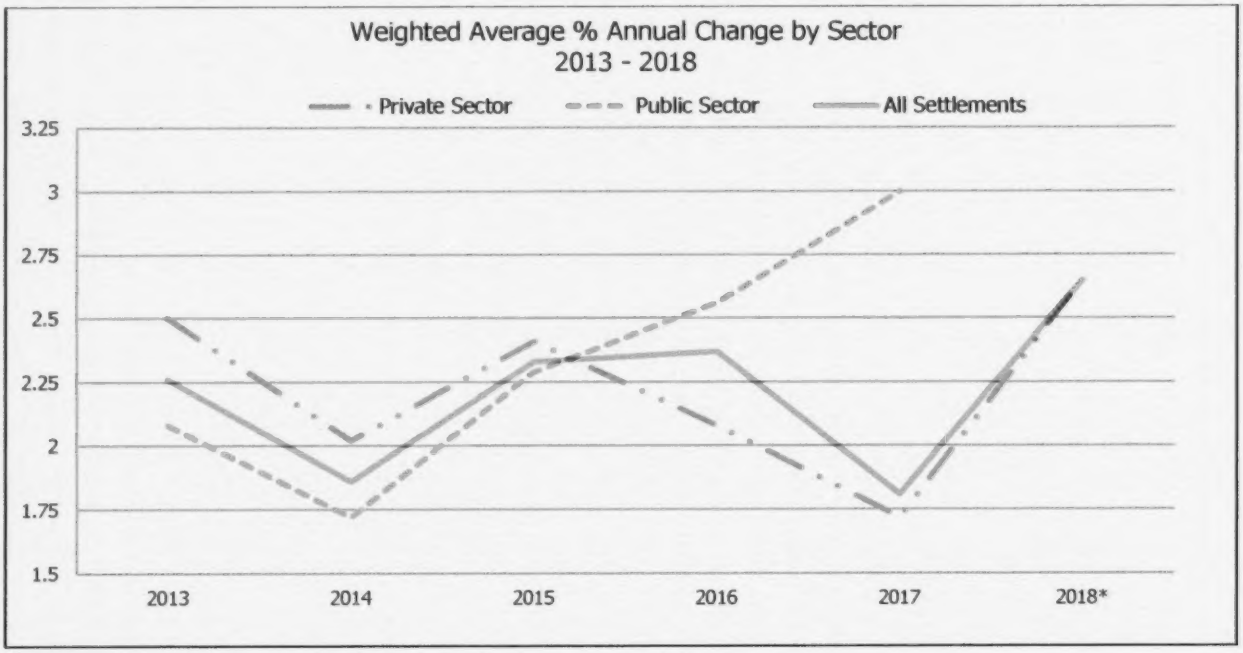
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
B.C. Rapid Transit Co. Ltd. (Skytrain) CUPE Local 7000 *BC Industrial Relations Bulletin*, 46(2) Apr. - May 2014.	530	36	2016-08-31	1st year 2.00% 2nd year 2.00% 3rd year 1.75%
Council on Northern Interior Forest Employment Relations Steelworkers Local 424 and 425 *BC Industrial Relations Bulletin*, 46(2) Apr. - May 2014.	2,500	60	2018-06-30	1st year 3.0% 2nd year 2.0% 3rd year 2.5% 4th year 2.5% 5th year 3.0%
Ontario				
Summit Food Distributors Teamsters Local 879	100	36	2016-09-30	**Warehouse** / **Drivers** 1st year 25¢ per hr. / 40¢ per hr. 2nd year 25¢ per hr. / 40¢ per hr. 3rd year 25¢ per hr. / 45¢ per hr.

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	517	146,983	2.5
2013	Public Sector	470	203,334	2.08
	All Settlements	**987**	**350,317**	**2.26**
	Private Sector	368	116,501	2.02
2014	Public Sector	317	129,090	1.72
	All Settlements	**685**	**245,591**	**1.86**
	Private Sector	183	40,367	2.41
2015	Public Sector	171	69,913	2.29
	All Settlements	**354**	**110,280**	**2.33**
	Private Sector	63	18,840	2.08
2016	Public Sector	32	28,626	2.56
	All Settlements	**95**	**47,466**	**2.37**
	Private Sector	22	10,452	1.72
2017	Public Sector	1	743	3
	All Settlements	**23**	**11,195**	**1.81**
	Private Sector	6	389	2.65
2018*	Public Sector	0		
	All Settlements	**6**	**389**	**2.65**

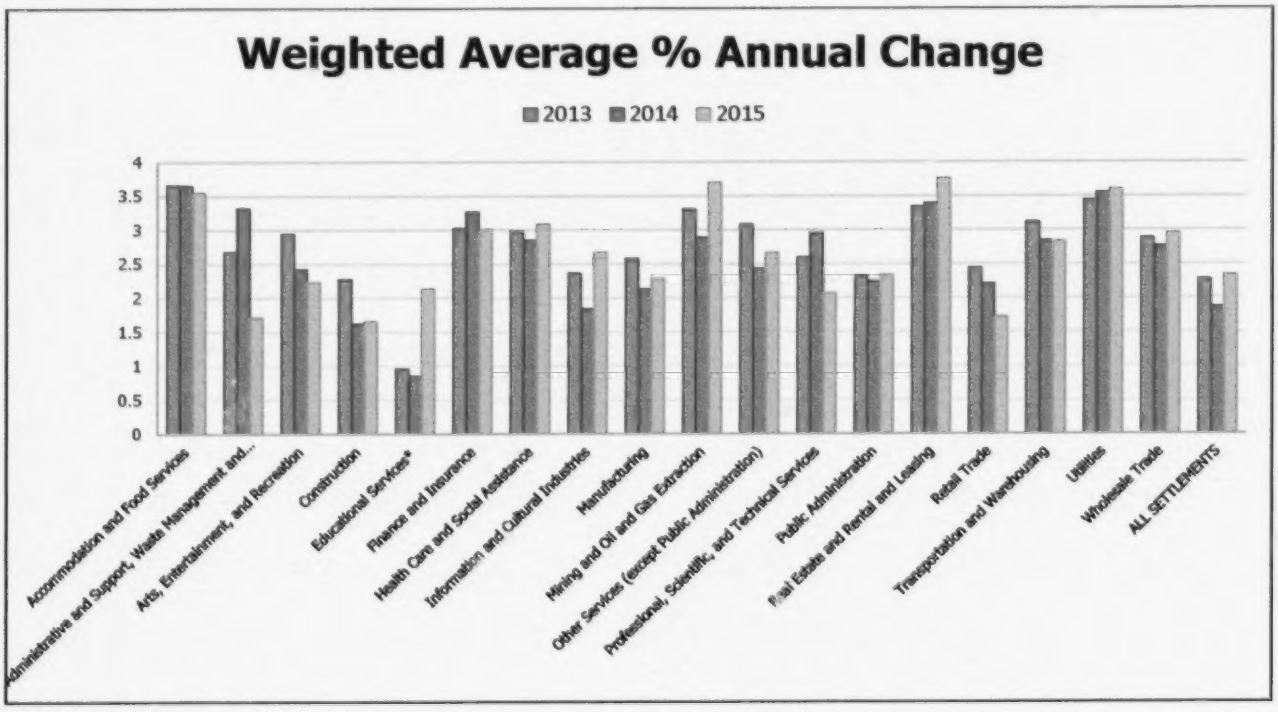


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

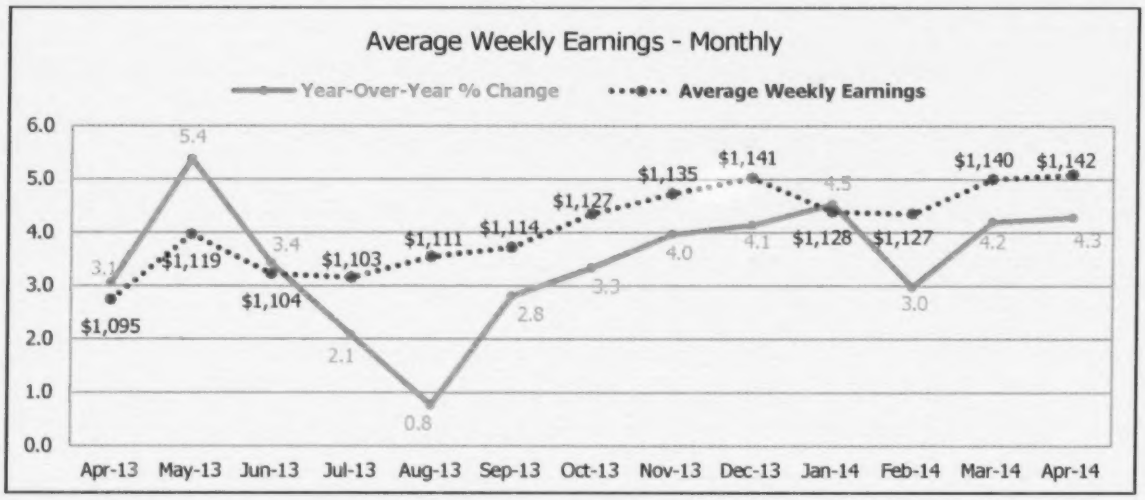
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

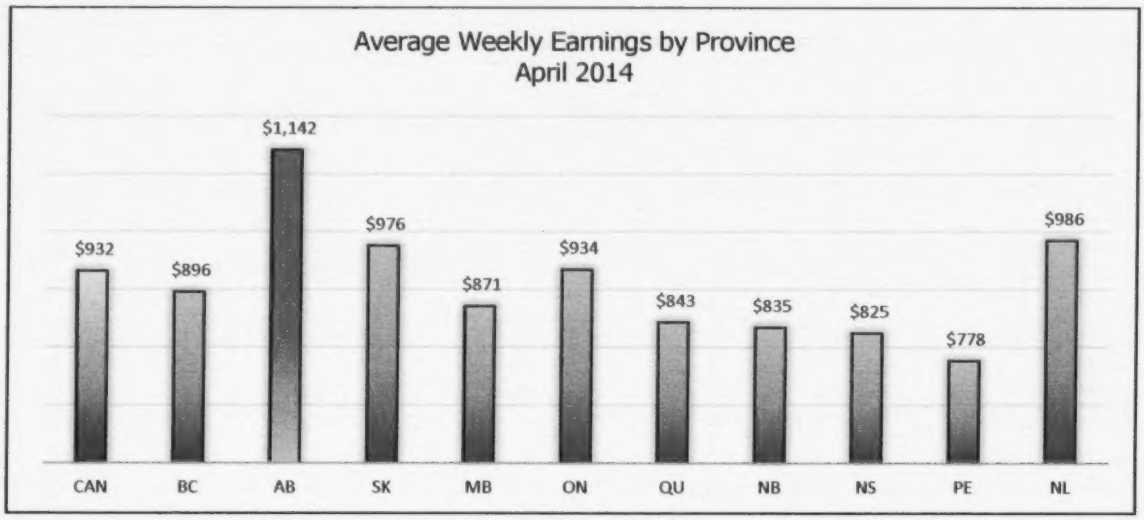
Wage data reflects the average yearly % change taking effect in the indicated year.

	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	25	3,218	**3.65**	20	3,016	**3.64**	16	2,341	**3.54**	5	1,627	**3.42**
Administrative & Support, Waste Management & Remediation Services	9	1,020	**2.67**	7	466	**3.31**	5	88	**1.71**	1	24	**0.00**
Arts, Entertainment, & Recreation	30	3,680	**2.93**	21	2,689	**2.41**	7	1,015	**2.23**	2	314	**2.88**
Construction	120	72,427	**2.26**	84	63,157	**1.61**	14	3,265	**1.65**	3	220	**1.12**
Educational Services	148	74,912	**0.95**	119	64,742	**0.84**	91	39,341	**2.13**	8	3,277	**2.43**
Finance & Insurance	4	2,109	**3.01**	1	55	**3.25**	1	55	**3.00**			
Health Care & Social Assistance	158	58,499	**2.96**	82	29,373	**2.84**	29	1,872	**3.09**	4	207	**3.79**
Information & Cultural Industries	19	2,089	**2.35**	16	927	**1.83**	5	512	**2.67**			
Manufacturing	167	19,804	**2.57**	119	15,087	**2.12**	70	9,619	**2.28**	27	4,992	**2.06**
Mining & Oil & Gas Extraction	28	9,885	**3.29**	21	9,274	**2.88**	8	4,453	**3.69**	3	1,135	**3.65**
Other Services (except Public Administration	33	1408	**3.07**	20	951	**2.42**	11	725	**2.66**	5	107	**2.57**
Professional, Scientific, & Technical Services	8	1,933	**2.58**	5	1,678	**2.95**	3	78	**2.06**	3	78	**2.13**
Public Administration	105	51,399	**2.31**	76	29,301	**2.24**	31	25,864	**2.33**	11	24,236	**2.53**
Real Estate & Rental & Leasing	3	144	**3.33**	2	125	**3.38**	1	105	**3.75**			
Retail Trade	22	24,834	**2.43**	15	12,256	**2.2**	6	11,718	**1.72**	3	8,744	**1.58**
Transportation & Warehousing	49	9,159	**3.1**	33	3,051	**2.83**	21	2,008	**2.82**	7	391	**2.79**
Utilities	32	9,077	**3.43**	23	5,149	**3.53**	17	3,058	**3.59**	5	864	**3.54**
Wholesale Trade	27	4,740	**2.87**	21	4,314	**2.75**	18	4,165	**2.95**	8	1,250	**2.26**
All Settlements	**987**	**350,317**	**2.26**	**685**	**245,591**	**1.86**	**354**	**110,280**	**2.33**	**95**	**47,466**	**2.37**



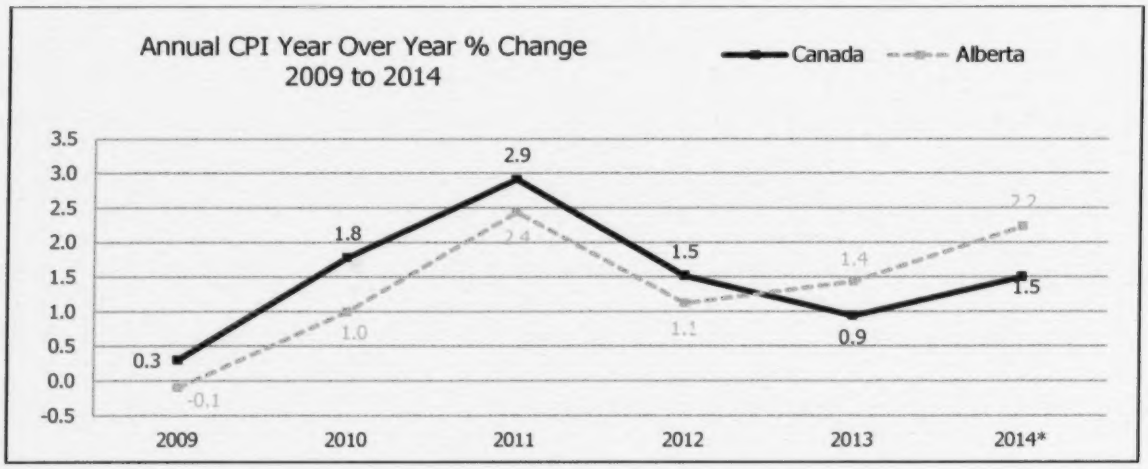
Average Weekly Earnings Alberta (AWEA)*

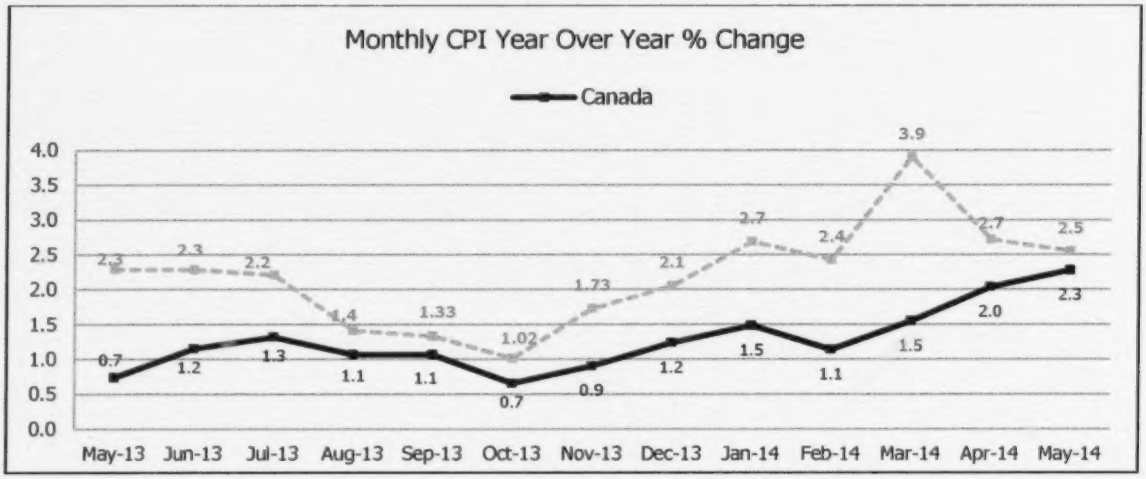


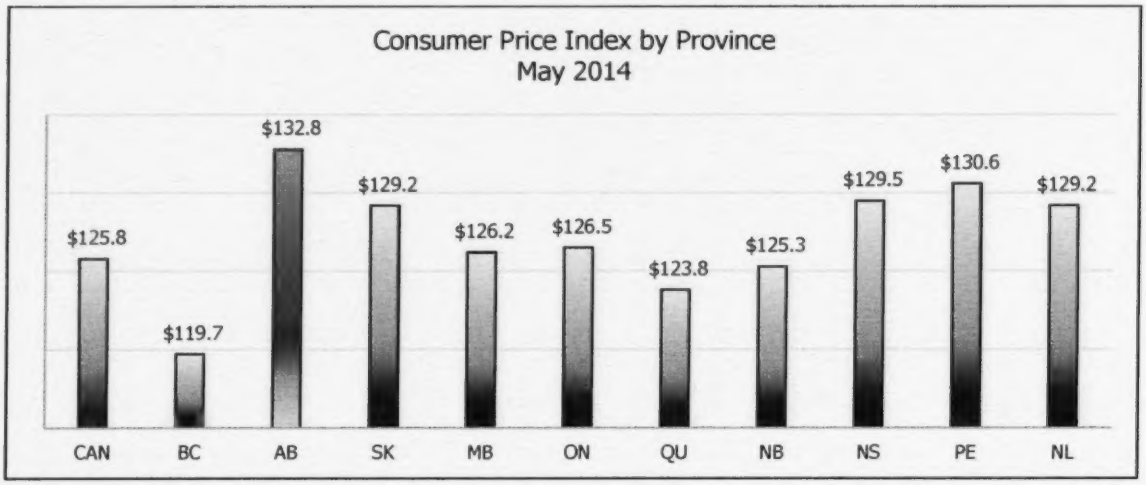


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







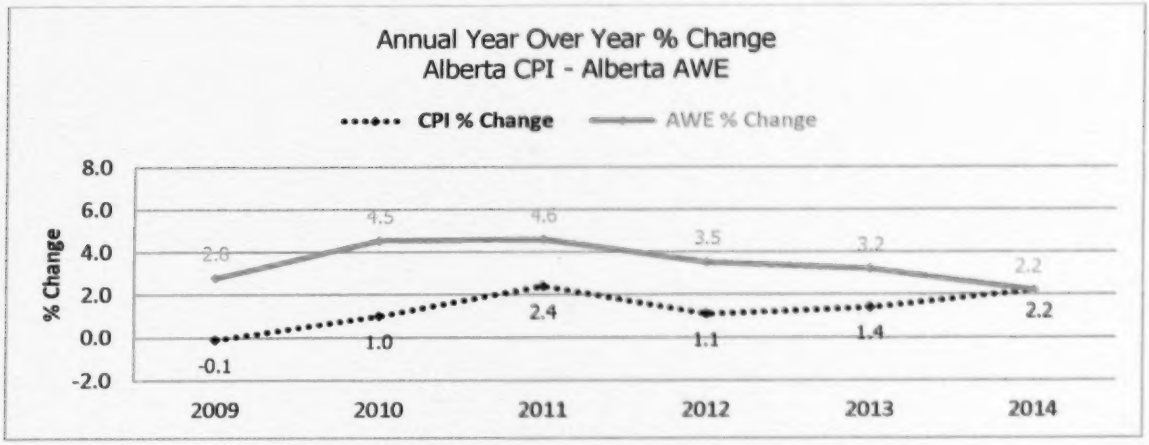
*Year to date – Graph data available upon request.

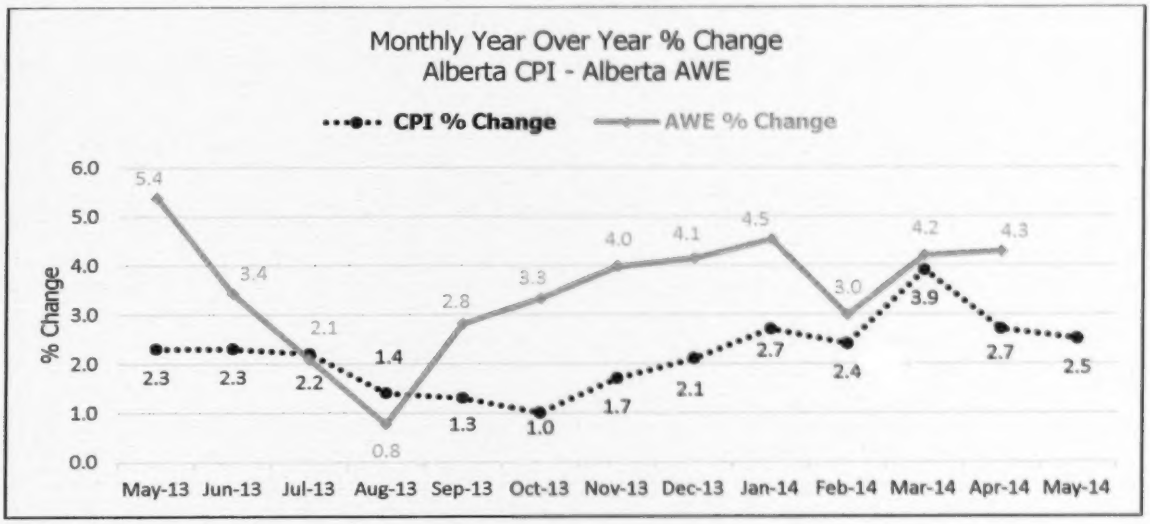
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
May 13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun 13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2

Average Weekly Earnings													
	Apr-13	May-13	Jun-13	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14
AWE $	$1,094.83	$1,119.34	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,140.52	$1,127.82	$1,127.06	$1,140.00	$1,141.70
AWE %	3.06	5.38	3.42	2.08	0.77	2.81	3.33	3.97	4.14	4.53	2.98	4.20	4.28

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:
Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html